

Dear Fellow Employees,

As you may be aware, I have made improving the state compensation plan one of the primary goals in my administration. More than 7,000 state employees work every day to ensure that public lands and facilities are secure and clean; that food is safe and plentiful; that public services are efficient and effective and that thousands of students receive the best education possible. I appreciate what you do and am working toward getting you compensated fairly for doing it.

Your feedback and suggestions are important as we move ahead, which I encourage you to share at <http://wyweb.state.wy.us/GovSurvey/survey.html>. Allow me to explain the employee-focused initiatives the Governor's Office is undertaking.

We have made important strides toward addressing the concerns expressed to me by many state employees about wage inequalities across state government. Though this has been a slow and difficult process, it is a short-term price to pay if we are to provide a fair compensation plan for all employees. We've also increased state co-pay contributions and broadened the insurance pool in the hopes of bringing down average costs, offering coverage for your family and protecting you from increased premiums wrought by catastrophic claims. Though these measures have helped, they may not be enough.

Our nation is presently suffering a healthcare crisis that we cannot ignore. Already, a disproportionate amount of your deserved pay is being channeled toward ever-increasing healthcare premiums. As a result, business and government alike have less to offer for competitive salaries and retirement benefits. Our regional U.S. Office of Health and Human Services informs me that Wyoming is one of the only states in the country that has not yet been forced to cut programs and healthcare benefits, and I intend to keep it that way. But we can't sit back and hope Wyoming will remain the exception; healthcare costs for us, too, will continue to climb if we do not come together with a new approach. Action must replace hope.

We have a unique window of opportunity to get ourselves out in front of this storm; where we've historically viewed state health insurance, Medicaid, Kid Care, retirement and similar programs as separate entities, we're going to attempt a big-picture perspective. Instead of expecting agencies to tackle healthcare challenges alone, I have asked our Departments of Health, Employment, Workforce Services, Family Services and Administration and Information, as well as the State Auditor's Office, to join the Governor's Office in creating the Wyoming Health Information Network. To assist us, we have hired Human Capital Management Services, Inc, a Wyoming firm with over forty years experience in this type of data analysis for more than twenty Fortune 500 companies. It is my hope that integrating data from these agencies will reveal inefficiencies and lead to meaningful possibilities for the improvement of program and benefit planning. You are more than Wyoming state employees, you are also Wyoming taxpayers. In both cases, you deserve to know where your money is going.

As soon as information from this data-gathering is available, you will hear about it, and together we will try to shape programs that reflect your hard work, provide incentives to continue that work and recognize outstanding performance. I can wield no magic wand, but I believe we can work together for sensible healthcare that does not come at the expense of salaries and retirement contributions.

Again, I would like to hear your specific ideas on how we can improve our healthcare system. To gather your input, we have initially set up an internal website that will be managed by my staff. The address is:

<http://wyweb.state.wy.us/GovSurvey/survey.html> I encourage you to take a moment to visit this internal site where you will find a brief health survey, a place for your personal comments, 'frequently asked questions,' and a link to the very first letter I wrote to you before being elected governor. The website will be updated periodically to keep you informed. Furthermore, look for announcements regarding agency presentations on the Wyoming Health Information Network scheduled for later this fall. Thank you for your interest and suggestions.

Best regards,  
Dave Freudenthal  
Governor

## Frequently Asked Questions

**Will this project allow disclosure of my personal information?**

Absolutely not. Prior to any data compilation, Attorney General lawyers from every involved agency worked diligently to ensure that data access agreements are in full compliance with Health Information Portability Accountability Act and other laws designed to protect personal information.

**Who will fund this project, and who will own the database when it is complete?**

The Departments of Health, Family Services, Workforce Services, Employment and Administration and Information are all participating equally in funding this project. As such, the integrated database will be the sole property of the State of Wyoming.

**How soon can we expect the Wyoming Health Information Network to generate meaningful program information?**

Early October.

**How can I learn more?**

To schedule a presentation for your office, please contact Alfrieda Gonzales, 777.3465 or Julie Sapp, 777.8585 in the Governor's Office.

## GOVERNOR'S SURVEY

PLEASE NOTE!!!

The following survey is designed strictly to facilitate communication between respondents and Governor Freudenthal, and to help his office staff better understand any comments you may wish to share concerning the new Wyoming Health Information Network. Your submittal is completely anonymous, and will not be used for Human Resource purposes of any kind.

*If you are taking this survey in word format and not on the intranet, simply place an 'X' next to the appropriate answer.*

- 1) How young are you?

18-30                  31-45                  46-55                  56-extremely wise

- 2) How long have you been a Wyoming State employee?

1-4 yrs      5-9 yrs      10-14 yrs      15 or more yrs

- 3) How much do you enjoy your job from day to day?

1 2 3 4 5  
(Not so much) (Intensely)

- 4) Are you enrolled in the Wyoming State employee health plan?      Yes      No

If so, do you have dependents on your health plan?	Yes	No
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- 5) How healthy would you rate yourself?

[illegible]

- 6) How interested are you in policies that affect the state employee health plan?

1 2 3 4 5  
(Not interested) (Riveted)

- 7) How satisfied are you with your total compensation package? (wages, retirement, healthcare)

[illegible]

- 8) How much do you value performance pay and salary incentives?

1 2 3 4 5  
(Very little) (Sign me up)

- 9) How would you rate the relative importance of the following to you and your family on a scale from 1 to 5, where 1 is low and 5 is high

Wages\_\_\_\_\_ Retirement\_\_\_\_\_ Benefits (including healthcare)\_\_\_\_\_

**YOUR ADDITIONAL COMMENTS:**

We appreciate your participation in this survey. Your input is important to properly designing a State health plan that works for you and your family. If there are additional comments you wish to share, please do so in the space below.

Thank you for your time today, and for your service to our great state!

My personal gratitude to those who were not able to access this survey via intranet, but have made an extended effort to participate by submitting hardcopies, fax and email.